

EXHIBIT 1761

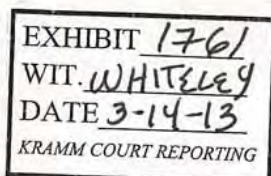
to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs

REDACTED VERSION

DOCUMENT

PLACEHOLDER

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INTUIT_049796
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1761.1

Leveraging Compensation & Recognition to Reward Performance

Tools, Resources and Processes

Key Components of Intuits Total Rewards Portfolio

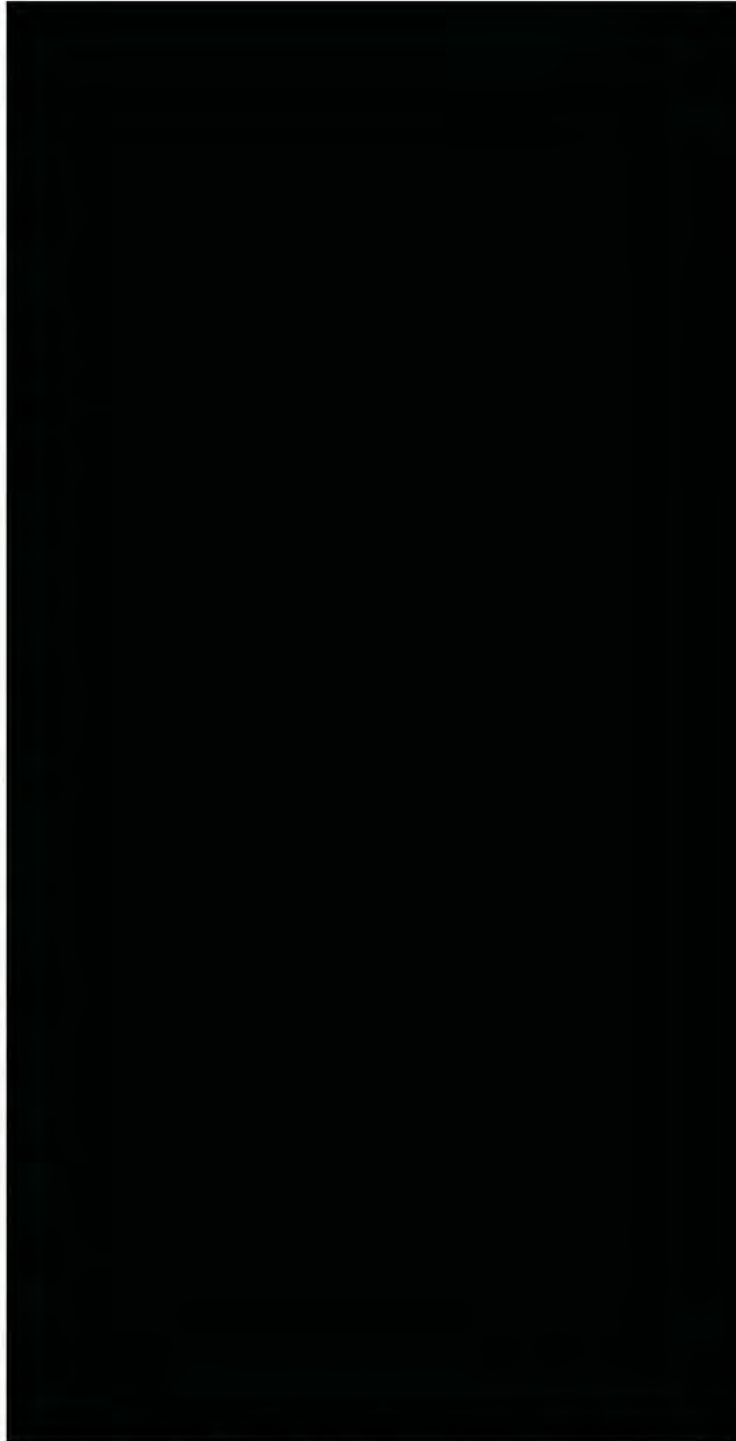
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What's Important?

Big Y: Deliver "True North" ... best we can be results for all 3 stakeholders in the current period while building the foundation for a stronger future



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The Intuit logo, featuring a stylized 'i' icon followed by the word 'Intuit' in a bold, sans-serif font.

1761.3

Engagement Model and Employee Outcomes

Sustained High Performance



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Business Case for Engaged Employees

[REDACTED]

[REDACTED]

[REDACTED]

Source: 2004 Intuit GPTW® survey, Corporate Leadership Council research



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What is "Total Rewards"

sustained high
performance

engage...

attract...

flexible rewards portfolio...



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Flexible rewards portfolio... attract... engage... sustained high performance



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Philosophy...Coauthored with our Board

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

You Set the Strategy



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Within This Framework...

Differentiating Performance for Results...
Differentiating Pay Decisions for Performance

**Objectives of Leading with
Performance Management...**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



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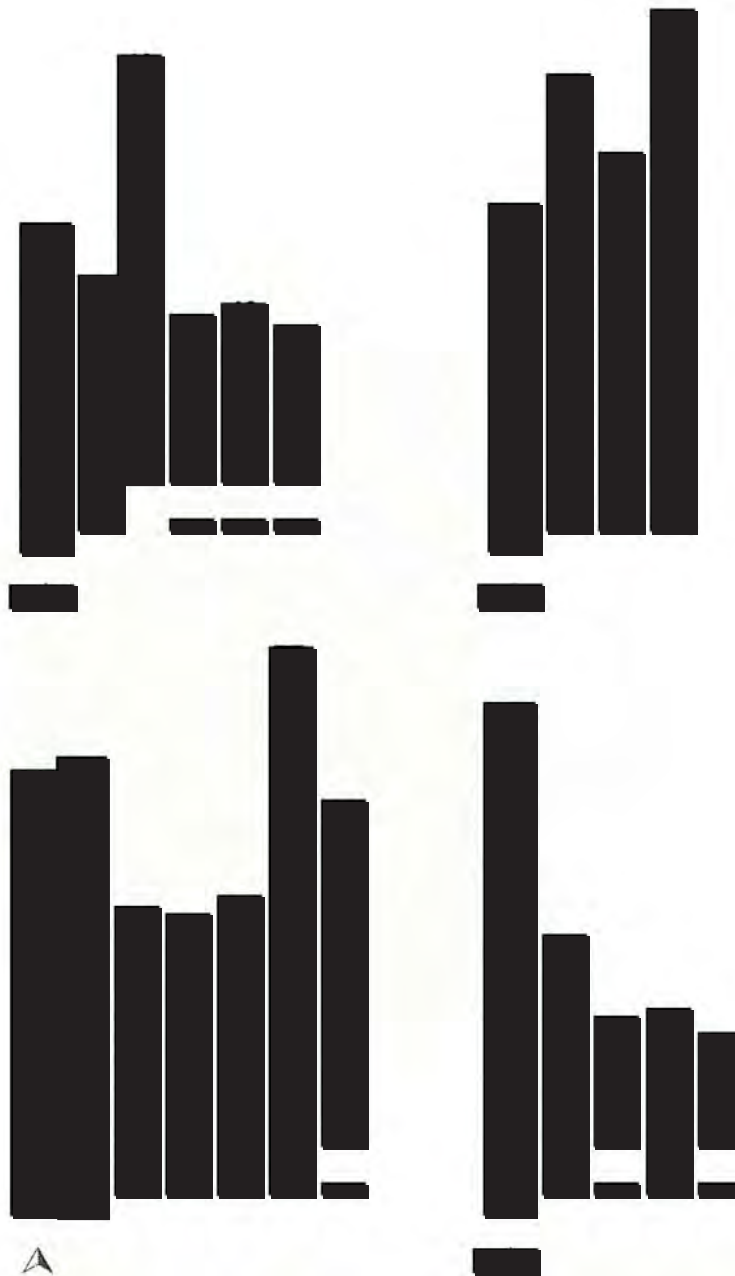
Balancing 3 Stakeholders



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The External View...Market Data, Economic Trends....



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Input: External Market Review

Microsoft Internet Explorer

Address: https://www.quickbase.com/db/bapra7id?ac=QuickSearch&txt=PDPS&which=bapra7id

Intuit QuickBase

Total Rewards Job Information Center

Total Rewards Job Information Center - Geographic Differential

Total Rewards Job Information Center | Search for "PDPS" | Add a New Intuit Job Code | I want to

GRID EDIT | E-MAIL THIS VIEW | SEARCH & REPLACE | PRINT

3 Intuit job codes matched. Some field contains

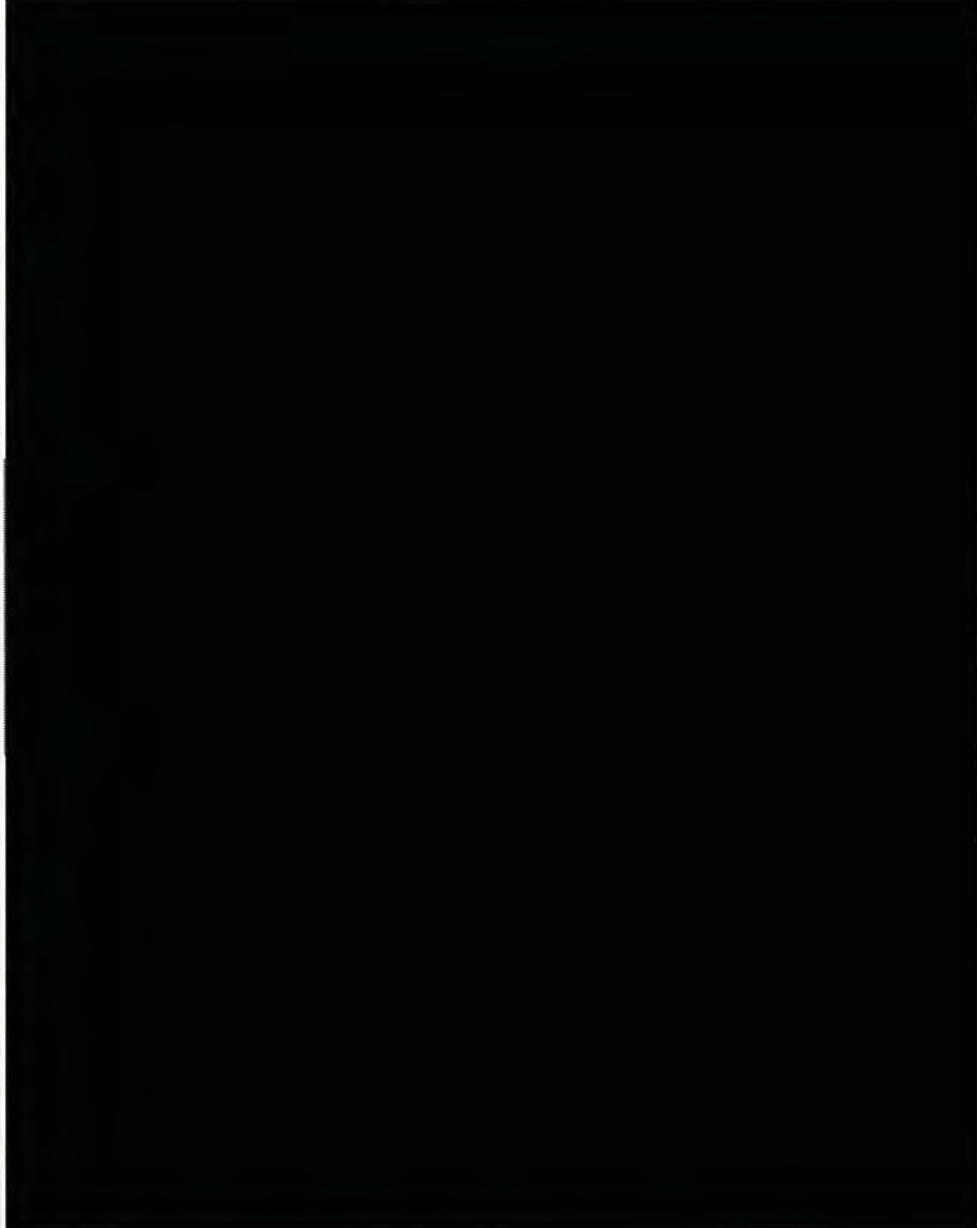
Now Linked, for Profiled Jobs, Through the Pay Decision Too



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Using Market Reference Points



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The External View...Regulatory Environment "The Short List"

Category	18-24	25-34	35-44	45-54	55-64	65-74	75-84	85-94
1. Not at all	10	5	3	2	1	1	1	1
2. Not very much	15	10	8	7	6	5	4	3
3. Somewhat	20	15	12	10	8	7	6	5
4. Fairly well	25	20	18	15	12	10	8	7
5. Very well	30	35	40	45	50	55	60	65
6. Not at all	10	5	3	2	1	1	1	1
7. Not very much	15	10	8	7	6	5	4	3
8. Somewhat	20	15	12	10	8	7	6	5
9. Fairly well	25	20	18	15	12	10	8	7
10. Very well	30	35	40	45	50	55	60	65



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Fair Labor Standards Act

- All employees are entitled to the protections of the Fair Labor Standards Act unless an employer can prove their exemption
- Common Myths About Exemptions

• [REDACTED]

• [REDACTED]

• [REDACTED]

• [REDACTED]

[REDACTED]

Fair Labor Standards Act (FLSA)

Background

- **Enacted in 1938 (amended 2004)**
- **Sets U.S. standards for minimum wage, overtime pay and child labor**
- **Addressed labor concerns of that era**
- **Exempts certain types of positions from Overtime payment requirements**
- **Enforced by the US Department of Labor DOL, Wage & Hour Division**
- **Compliance is our responsibility, regardless of opinions on relevancy in today's environment**
- **Non-compliance examples**
 - Incorrect classification of employees as exempt vs. non-exempt
 - Overtime payment calculation errors
 - Treating exempt employees as non-exempt (docking pay for doctor's appointments, etc.)

Consequences of Non-Compliance

-
- | Age Group | Percentage |
|-----------|------------|
| 18-29 | 65 |
| 30-49 | 75 |
| 50-69 | 78 |
| 70+ | 82 |
| Total | 75 |

The Internal View...

[REDACTED]

[REDACTED]

[REDACTED]

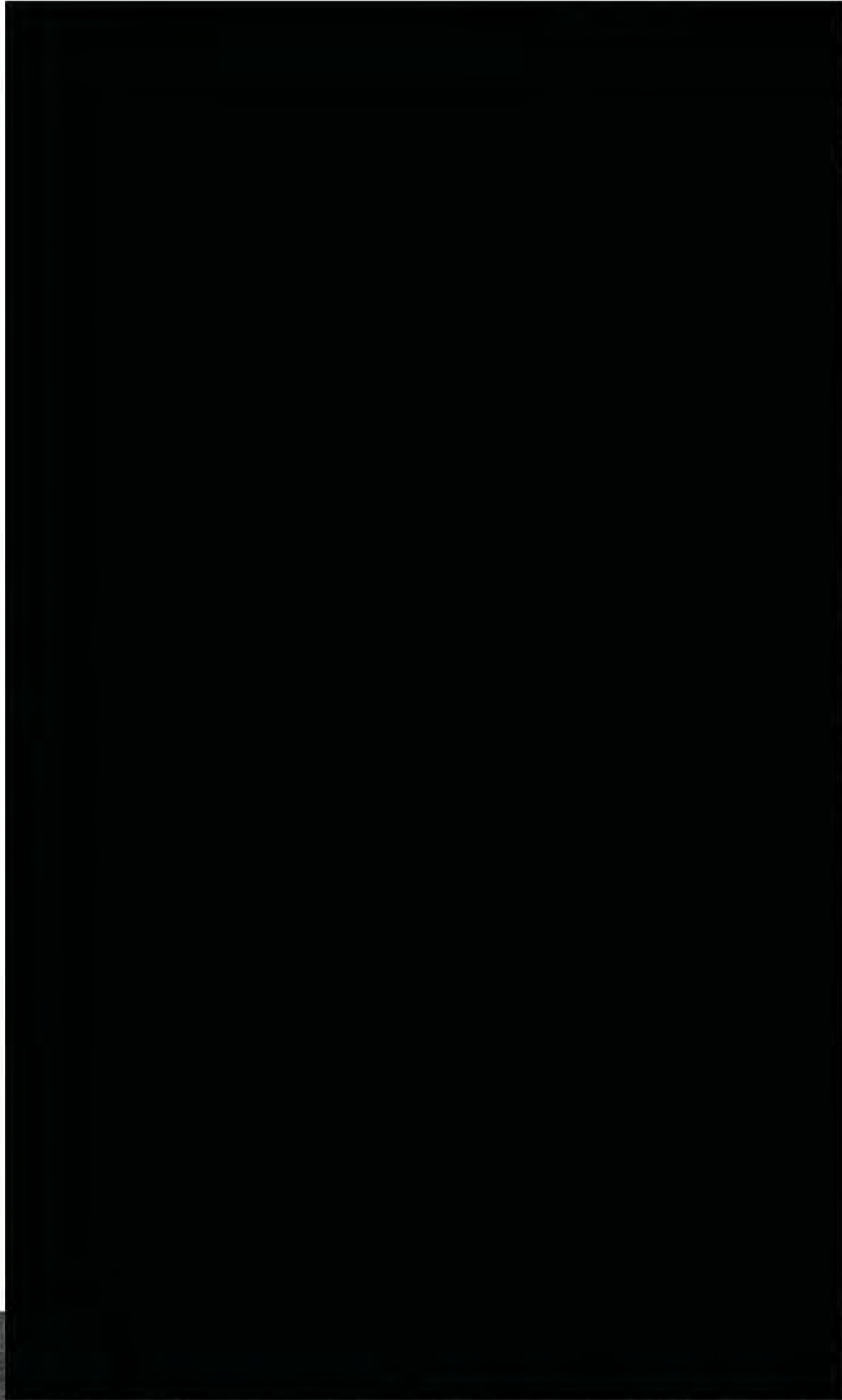
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Development Bands: Job Progression on a Career Track



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A Sample Application of Job Profiles

HIRING

PERFORMANCE & DEVELOPMENT

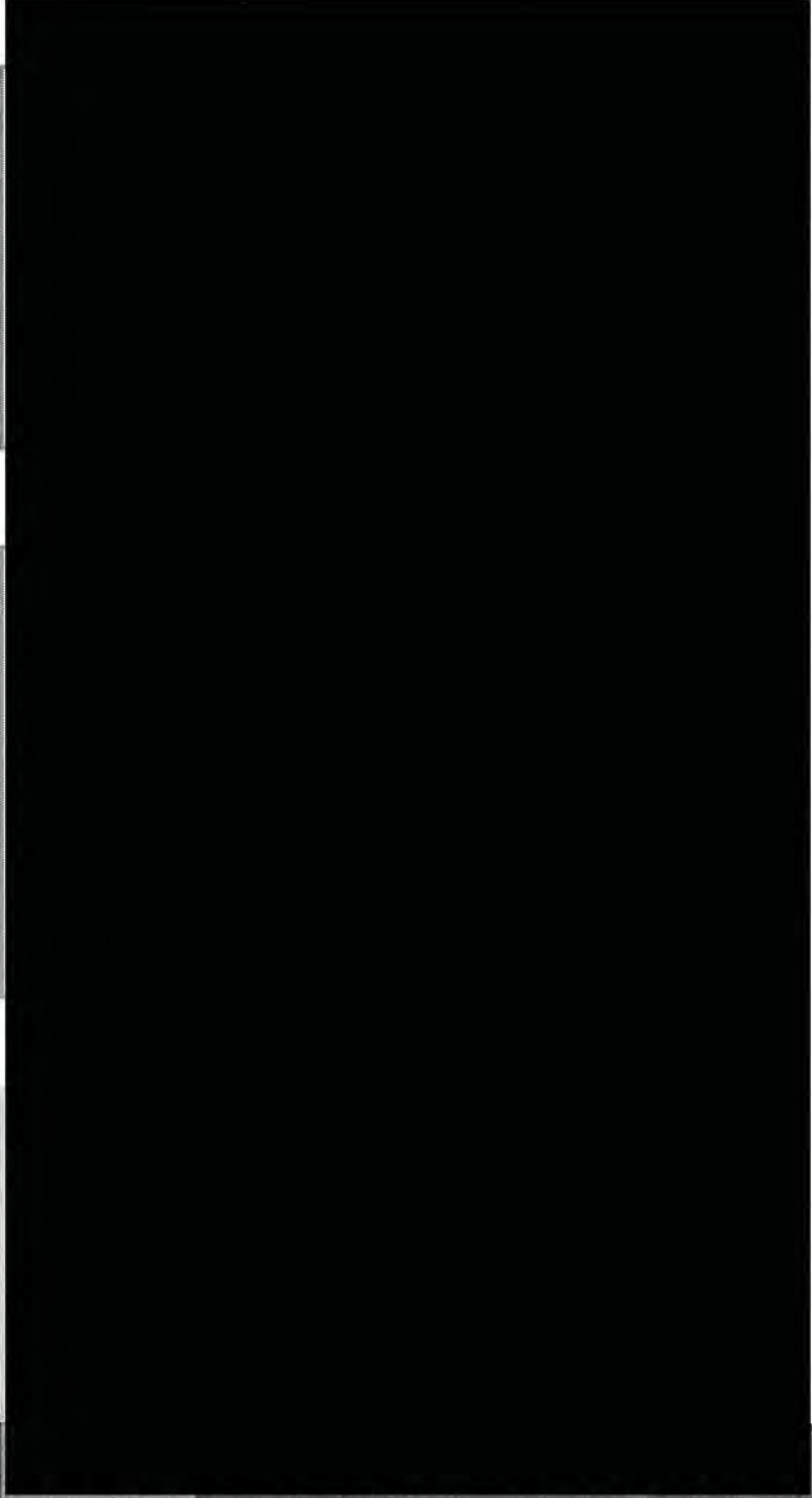
COMP



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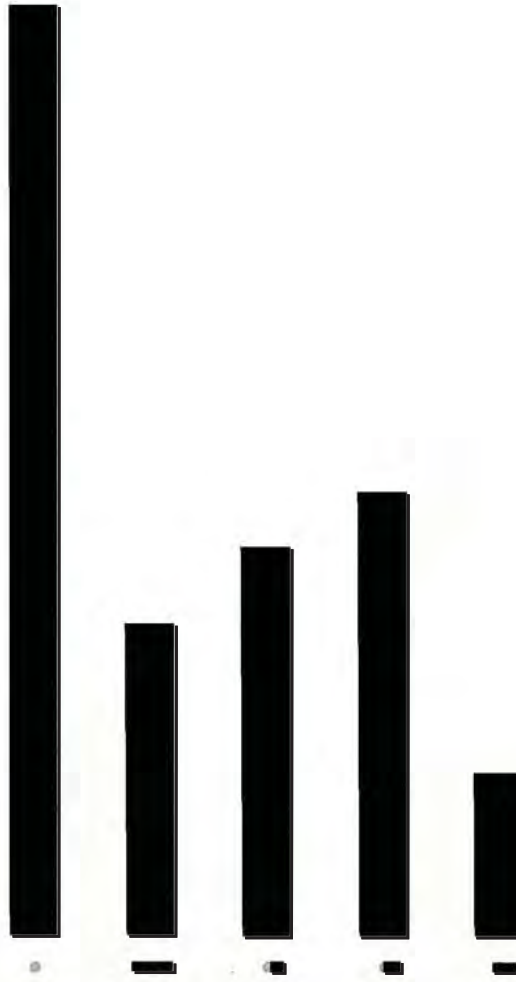
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How Intuit Makes Decisions About Jobs & Compensation



New Hire Offers

Where are your challenges...?

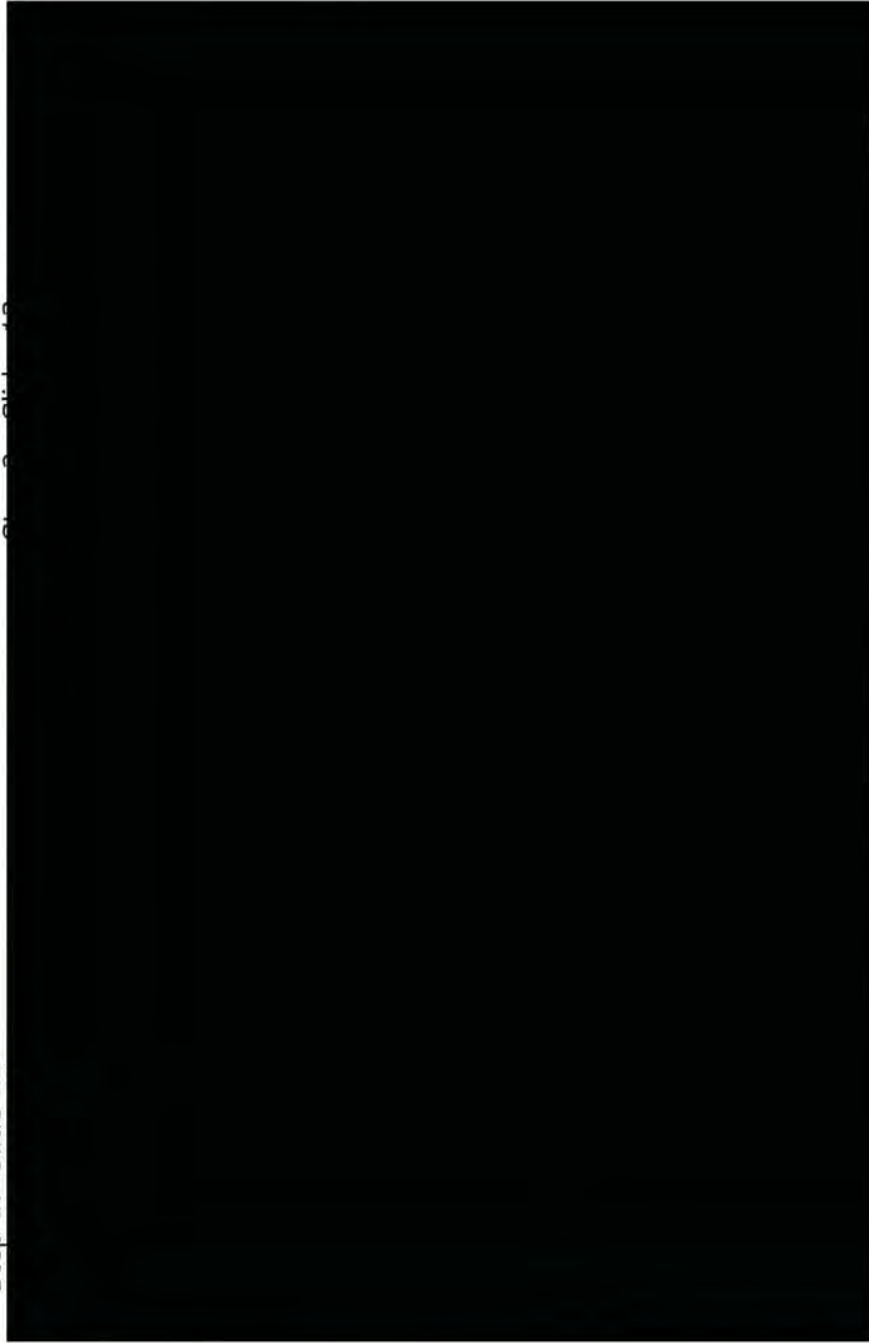


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Off-Cycle Promotions & Transfers

Step 1: Slide 21



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Focal Decision Process, FY 05...

[REDACTED]

[REDACTED]

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Budget Recommendations are Based On...

[REDACTED]

- [REDACTED]

[REDACTED]

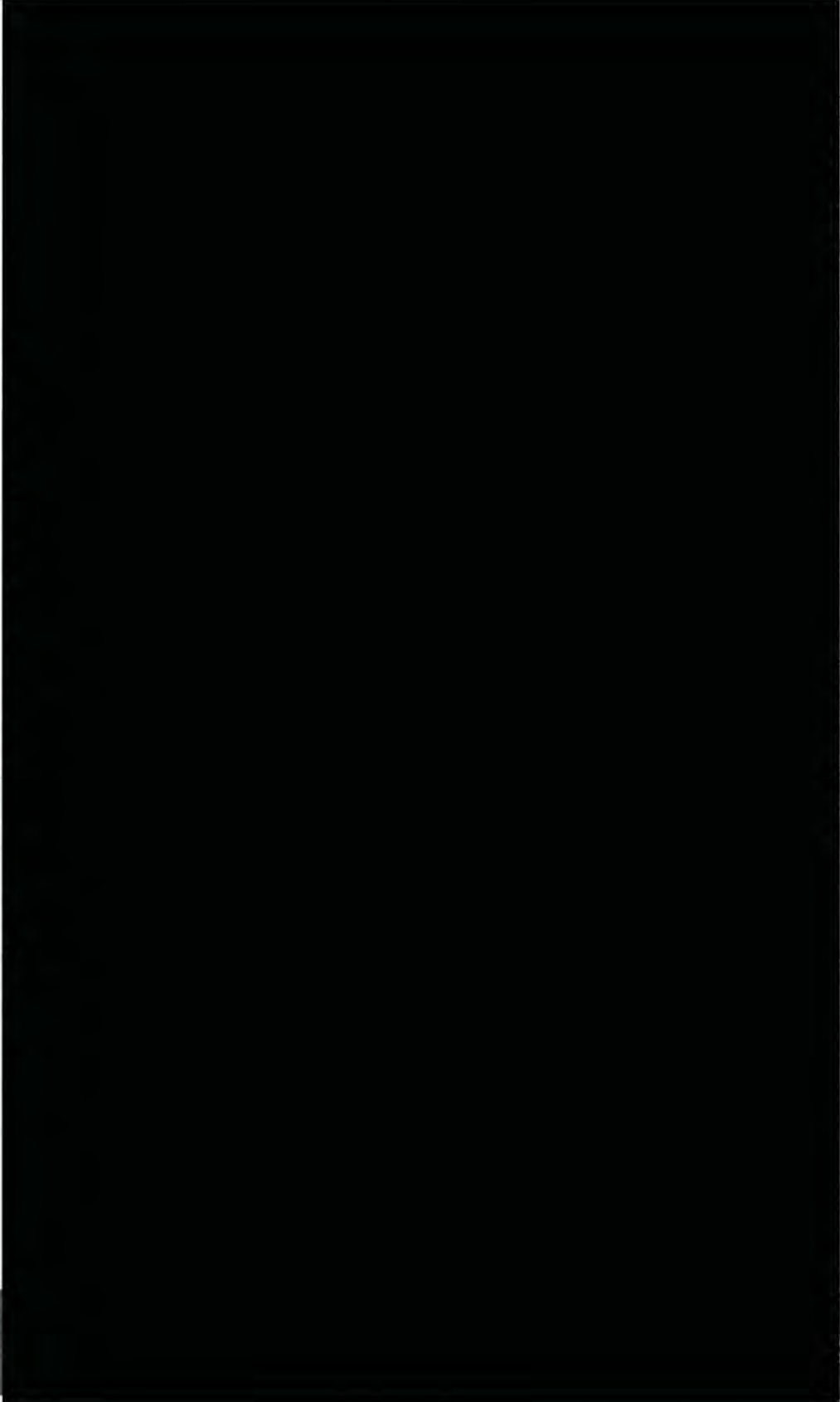
- Average Merit Budget = 3.7% (for those projecting merit increases)
- [REDACTED]
- Only 8% of companies reporting a pay freeze, down from 27% last year

[REDACTED]

- Unemployment at 5.2%, down from last year
- Moderate economic growth projected but inflation concerns
- Key uncertainties: Labor supply/demand and turnover



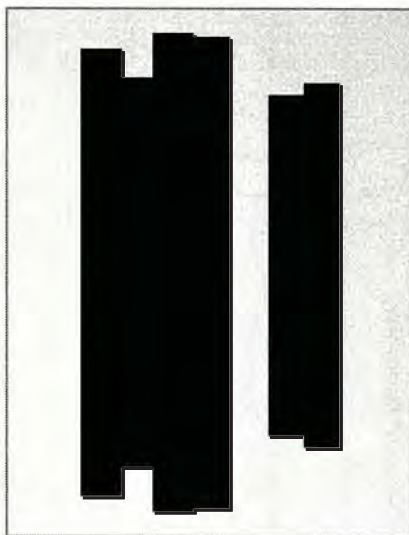
Pay Decision Guidelines...



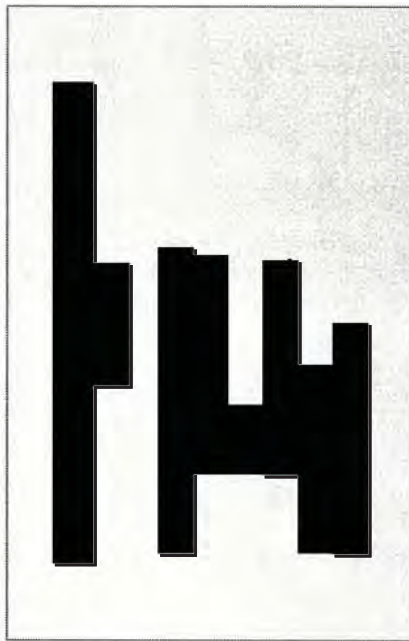
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FY 05 – IPI Award Considerations

Executing on the Day to Day



Adding Value to Improve the Future

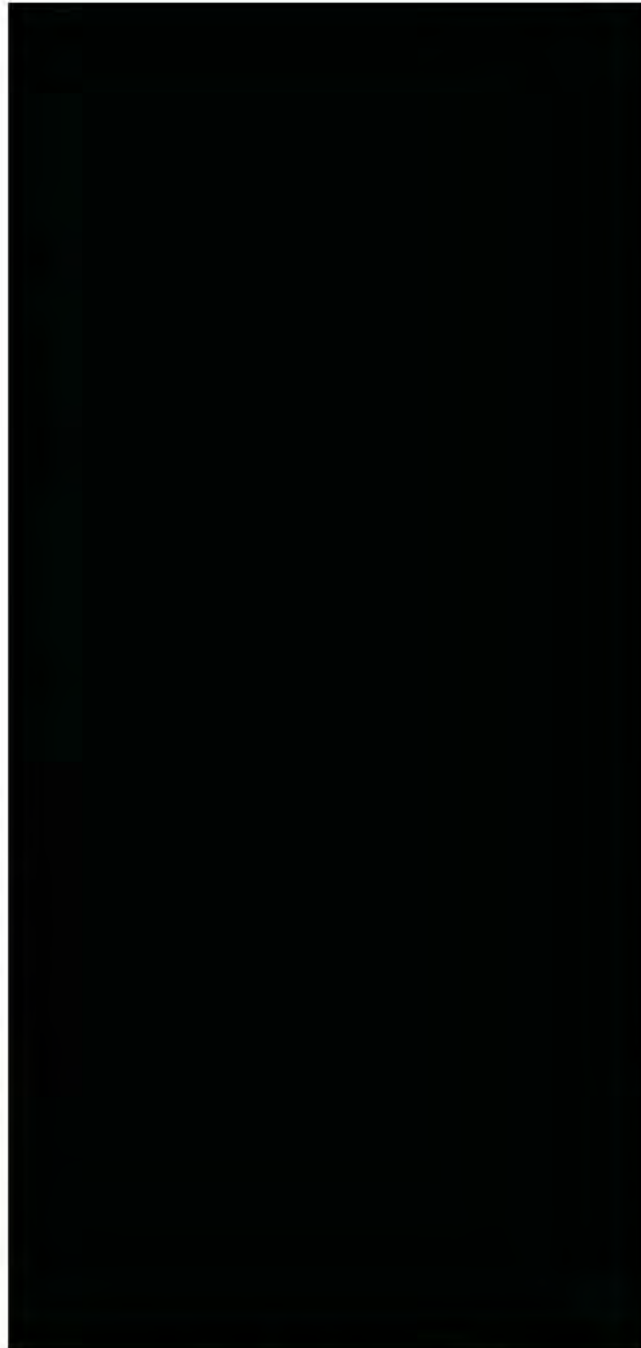


How much of each varies by job & business need
Is allocation of time and resources right?



Making Stock Option Decisions

Two Key Criteria



Y1 Build a High Performance and GPTW

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Questions?

■ Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333

■ Performance management question? – See your HRBP

■ Pay-for-performance question? – Contact your local HR or the compensation team

■ *Stock Options – Your HR Leader or the Compensation Team*



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